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AUTHOR Kilpela, Raymond
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ABSTRACT

This study was undertaken to analyze turnover among faculty members who taught during the academic years 1960 to 1985 at U.S. library schools offering master's programs accredited by the American Library Association (ALA). Included in the study were 1,235 persons of whom 605 (49%) were women, and 630 (51%) were men. U.S. library schools holding accreditation during part of or throughout the entire period numbered 66. The study was undertaken to determine: (1) the average age at which faculty members first entered teaching; (2) for those faculty members who left teaching prior to the 1984-85 academic year, age at which they left teaching, number of years taught, number of teaching positions held, and types of positions or endeavors undertaken when leaving teaching; and (3) for those faculty members actively engaged in teaching during the 1984-85 academic year, age, number of years taught, and number of different teaching positions held. A narrative summary is followed by a series of nine tables that present statistical analyses of the survey findings. (THC)

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A Statistical Review of Turnover among Library School Faculty Members, 1960-1984

by

Raymond Kilpela

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This study was undertaken to analyze turnover among faculty members who had taught during the academic years from 1960 to 1985 at United States library schools offering master's programs accredited by the American Library Association. Included in the study were 1235 persons of whom 605 (49 per cent) were women, and 630 (51 per cent) were men. Five hundred thirty-four persons---228 women (42.7 per cent) and 306 (57.3 per cent) men---were actively engaged in teaching during the 1984-85 academic year. The remainder---701 persons---377 (53.8 per cent) women and 324 (46.2 per cent) men---had left teaching between 1961 and 1984. United States library schools holding accreditation during part or throughout the entire period numbered 66. They were as follows: Alabama A & M University, University of Alabama, State University of New York, Albany, University of Arizona, Atlanta University, Ball State University, Brigham Young University, State University of New York, Buffalo, University of California, Berkeley, University of California, Los Angeles, Carnegie Institute of Technology, Case Western Reserve University, Catholic University of America, University of Chicago, Clarion State College, Columbia University, University of Denver, Drexel University, Emory University, Emporia Kansas State University, Florida State University, State University College of New York, Geneseo, University of Hawaii, University of Illinois, Indiana University, University of Iowa, Kent State University, University of Kentucky, Long Island University, Louisiana State University, University of Maryland, University of Michigan, University of Minnesota, University of Mississippi, University of Missouri, University of North Carolina, North Carolina Central University, University of North Carolina at Greensboro, North Texas State University, Northern Illinois University, University of Oklahoma,

University of Oregon, George Peabody College, Vanderbilt University, University of Pittsburgh, Pratt Institute, Queens College, University of Rhode Island, Rosary College, Rutgers University, St. John's University, San Jose State University, Simmons College, University of South Carolina, University of South Florida, University of Southern California, Southern Connecticut State College, University of Southern Mississippi, Syracuse University, University of Tennessee, University of Texas, Texas Woman's University, University of Washington, Wayne State University, Western Michigan University, University of Wisconsin, Madison, and University of Wisconsin, Milwaukee.

The purposes of the study were:

1. To determine the average age at which faculty members first entered teaching.
2. For persons who had left teaching prior to the 1984-85 academic year, to determine:
   a. The average age of leaving teaching.
   b. The average number of years taught.
   c. The average number of teaching positions held.
   d. Types of positions or endeavors, if known, undertaken when leaving teaching.
3. For persons who were actively engaged in teaching during the 1984-85 academic year, to determine:
   a. The average age.
   b. The average number of years taught.
   c. The average number of different teaching positions held.

The names of faculty members were obtained from the annual directory issue of the Journal of Education for Librarianship with the exception of the 1984-85 academic year. They were obtained by writing directly to the deans of each school. The study was limited to full time faculty members holding the rank of instructor through professor.[1] Deans had constituted the basis of a similiar, earlier study. Therefore, persons who had completed their library school tenure as deans prior to 1984-85 and persons who held deanships during 1984-85 were excluded. However, former deans who had resumed full time teaching after departing from office were included.

Most of the information regarding the number of years taught and the number of different teaching positions held was obtained from the annual directory issue of the Journal of Education for Librarianship. Information regarding ages and later positions held or endeavors undertaken was gleaned from biographical directories, National Faculty Directory, National Union Catalog, American Library Association's annual Membership Directory, OCLC, Inc., RLIN, and journal articles.

Ages were not found for 219 persons for 82 of whom current addresses were located. Letters requesting their date of birth were sent to them. Sixty-three (76.8 per cent) persons furnished the datum. No reply was received from the remaining 19 (23.2 per cent). In total, ages were not available for 137 (11.1 per cent) of the total number of persons included in this study. Because frequently, only the year of birth, not the exact month and day , was known, ages were computed on the basis of the age attained during the year of first entering or leaving teaching.

As is evident in Table I, persons included in the study first entered teaching between the ages of 23 through 69 with an entering average of 40. Men entered teaching at an average age of 38.8 and women at a slightly older age of 42.3. The oldest known age at which a persons left teaching since 1960 was 75 with the average age of departure being 52.6. As is apparent in Table II, the average age at which a person has left teaching has gradually increased from 50.4 for the decade from 1960 to 1969 to 54.0 for the first four years of the 1980's. Overall, men left at a younger age---50.8---than women---54.2. Since the decade of the 1960's, men have shown a steady increase in the age at which they have left teaching. During the early 1980's, men left teaching at an average age of 54.3 compared to an average age of 47.1 of those who departed in the 1960's.

Table III shows that the number of years taught by those departing between 1960 and 1984 ranged from 1 through 39 with an overall average of 9.2. Men averaged 8.6 years and women 9.8 years. The overall average of the total number of years taught has steadily increased from 8.2 years during the 1960's to 10.6 years during the early years of 1980's. During this same period, the number of years taught by men increased dramatically from 6.6 to 11.5 years.

As seen in Table IV, the number of different teaching positions held by each person ranged from 1 to 5. Both men and women averaged approximately 1.3 positions throughout the entire period from 1960 to 1984.

Information was found regarding subsequent positions or endeavors undertaken by 521 (74.3 per cent) of the 701 individuals who left teaching between

1961 and 1984. As shown in Table V, 226 (43.3 per cent) of the 521 persons took positions in (1) libraries, (2) library-related organizations such as the American Library Association, National Commission for Libraries and Information Science, and DIALOG and pursuits such as indexing and teaching computer science, or (3) became self employed as library consultants or information specialists. The number and overall percentage of women who retired greatly exceeded that of men. One hundred forty-one women or 50.1 per cent retired on leaving teaching as compared to 90 or 37.5 per cent of the men. Known retirement ages as set forth in Table VI ranged between 46 and 75 with the overall average for both men and women pegged at 64.8. The average retirement age of men has shown a consistent increase from 62.6 in the 1960's to 65.5 in the early 1980's.

Table VII shows that the ages of persons teaching during the 1984-85 academic year ranged between 29 and 74 with an overall average of approximately 51.1. It was slightly below the overall average age of 52.6 at which persons had left teaching between 1961 and 1984. The number of years taught by teachers holding faculty positions in the spring of 1985 ranged from 1 to 37 years with an overall average of 12.5 years (see Table VIII) representing an increase of 3.3 years in the total number of years taught as compared to the overall average of 9.2 years taught by teachers who had departed between 1961 and 1984. The spring 1985 faculty averaged 1.4 teaching positions (see Table IX) compared to the 1.3 positions held by their predecessors.

The United States Bureau of Labor Statitistics predicts that " because

employment of college and university faculty will decline, job openings will result entirely from replacement need. In any given academic institution, the number of facancies will be influenced by the age of the current faculty, tenure patterns and policies, and retirement practices."[2] Currently, because of declining enrollment and the closing of a number of library school during the past several years, it appears that there are fewer opportunities for new teachers to enter library education than many of the other disciplines in academia. Since the 1984-85 library school faculties have already averaged a greater number of years teaching than their predecessors, it would appear that this trend will continue.

In the past, the largest percentage of librarians who have left teaching have gone into library or library-related employment. The Bureau of Labor Statistics expects the "employment of librarians . . . to grow more slowly than the average of all occupations through the mid-1990's. Most job openings will result from the need to replace librarians who transfer to other fields, retirement, or leave the occupation for other reasons."[3] Therefore, fewer opportunities to find other employment will be available to teachers who held positions during the 1984-85 academic year. As a result, the faculties of the accredited library schools are likely to retain their positions for a longer period of time and will reach an older age before leaving than their predecessors who left between 1961 and 1984. Because of fewer employment opportunities, a greater number wishing to leave teaching may set themselves up as library consultants or

information specialists. With the philosphy of the Reagan administration, it has become fashionable to turn over many governmental functions including the maintenance of library and information services to private enterprise.

Within the next ten years, 112 or 20.7 per cent of the 510 persons known to be age 60 or older will reach the present federal mandatory retirement age of 70.[4] Depending upon the retirement policy of the parent institution, many of them will be forced into retirement providing an opportunity to add new blood to the library school faculties.

References

1. Kilpela, R. : Fixed Term Contracts and Mandatory Retirement Age for Deans. Journal of Education for Library and Information Science, 25: 24-41, Summer, 1984.

2. United States, Bureau of Labor Statistics. Occupational Outlook Handbook: 1984-85 edition. Bulletin 2205. Washington, D. C., U. S. Government Printing Office, 1984, p. 104-105.

3. United States, Bureau of Labor Statistics, ref. 2, p. 107.

4. Age Discrimination in Employment Act Amendments of 1978. United States, Statutes ar Large, P. L. 56-256, 1978.

TABLE I. Age When First Entered Teaching

Age	Prior to 1960			1960-69			1970-79			1980-84			Total		
	F	M	ST	F	M	ST	F	M	ST	F	M	ST	F	M	T
23								1	1					1	1
24				2		2							2		2
25	1		1	3	2	5	1		1				5	2	7
26	1	2	3	6	4	10	1	1	2				8	7	15
27		2	2	4	5	9	3	4	7				7	11	18
28	1	3	4	1	14	15	5	7	12	1	1	2	8	25	33
29	5	2	7	3	1	4	7	13	20	2	1	3	17	17	34
30		1	1	4	7	11	6	13	19				10	21	31
31	4	8	12	5	10	15	6	13	19	5	4	9	20	35	55
32	4	2	6	3	9	12	9	13	22	3		3	19	24	43
33	4	4	8	1	9	10	6	11	17	3	1	4	14	25	39
34	3	3	6	4	12	16	6	17	23	5	5	10	18	37	55
35	5	5	10	10	9	19	5	14	19				20	28	48
36	5	5	10	5	10	15	9	9	18	6	4	10	25	28	53
37	6	3	9	6	8	14	11	12	23	4	4	8	27	27	54
38	3	4	7	5	15	20	6	16	22	2	2	4	16	37	53
39	3	2	5	10	8	18	8	7	15	6	4	10	27	21	48
40	7		7	8	12	20	7	10	17	1	3	4	23	25	48
41	7	8	15	11	17	28	5	5	10	3	2	5	26	32	58
42	1	5	6	3	6	9	5	3	8		1	1	9	15	24
43	1		1	9	9	18	7	5	12	3	2	5	20	16	36
44	3	2	5	4	10	14	10	8	18	2		2	19	20	39
45	4	1	5	5	8	13	4	6	10	1	1	2	14	16	30
46	4		4	6	4	10	5	4	9	6	1	7	21	9	30
47	5	1	6	3	1	4	4	4	8	1	2	3	13	8	21
48	3		3	7	6	13	6	3	9	1	1	2	17	10	27
49	6		6	7	6	13	2	5	7				15	11	26

(continued on next page)

TABLE I. Age When First Entered Teaching (continued)

Age	Prior to 1960			1960-69			1970-79			1980-84			Total		
	F	M	ST	F	M	ST	F	M	ST	F	M	ST	F	M	T
50	2		2	7	4	11	7	2	9				16	6	22
51	3	2	5	6	4	10	3	2	5				12	8	20
52	2	2	4	5	3	8	4	2	6	1	1	2	12	8	20
53	1	1	2	5	2	7	3	1	4	1		1	10	4	14
54		1	1	5	1	6	1	5	6				6	7	13
55				9	5	14		1	1	1	1	2	10	7	17
56				3	2	5	4	2	6	1		1	8	4	12
57	1		1	4	3	7	2	2	4				7	5	12
58					1	1	1		1	1		1	2	1	3
59				2	2	4		2	2		1	1	2	5	7
60					1	1				1		1	1	1	2
61				1	2	3	4	1	5	1	1	2	6	4	10
62				1	1	2		1	1		1	1	1	3	4
63							1		1	1		1	2		2
64							2	1	3				2	1	3
65					1	1		1	1					2	2
66					1	1		2	2					3	3
67				1		1							1		1
68				2		2							2		2
69				1		1							1		1
Sub-total	95	69	164	187	235	422	176	229	405	63	44	107	521	577	1098
Ages unknown	4		4	26	16	42	38	28	66	16	9	25	84	53	137
Total no. of persons	99	69	168	213	251	464	214	257	471	79	53	132	605	630	1235
Average known entrance age	40.1	37.0	38.8	42.8	39.7	41.1	40.6	38.3	39.3	40.2	40.0	40.1	41.3	38.8	40.0

TABLE II. Age Left Last Teaching Position

Age	1960-69 F	1960-69 M	1960-69 ST	1970-79 F	1970-79 M	1970-79 ST	1980-84 F	1980-84 M	1980-84 ST	Total F	Total M	Total T
25					1	1					1	1
26	2		2							2		2
27	1		1							1		1
28	3		3							3		3
29	1	1	2	1	4	5				2	5	7
30	1	2	3		3	3				1	5	6
31		1	1	3		3				3	1	4
32	2	2	4	2	3	5				4	5	9
33					5	5	2	1	3	2	6	8
34				3	2	5	1	1	2	4	3	7
35	3	1	4	3	5	8	1		1	7	6	13
36	1	1	2		4	4	1	2	3	2	7	9
37				3	5	8	1	1	2	4	6	10
38	1	2	3	2	6	8	3	1	4	6	9	15
39	2	2	4	1	3	4				3	5	8
40	2		2	3	6	9	5	4	9	10	10	20
41	2		2	4	6	10	2	1	3	8	7	15
42	1	3	4	1	4	5	2	1	3	4	8	12
43				4	4	8	1	5	6	5	9	14
44	1	3	4	5	4	9	3	1	4	9	8	17
45	1	2	3	4	6	10	2	3	5	7	11	18
46	1	3	4	4	2	6		3	3	5	8	13
47	1	1	2	3	6	9	2	2	4	6	9	15
48				7	5	12	2	3	5	9	8	17
49	2		2	4	2	6	1	2	3	7	4	11
50	3	1	4	1	4	5	2	2	4	6	7	13
51	1		1	3	2	5	1	2	3	5	4	9
52		2	2	1		1	2	2	4	3	4	7
53	2		2	3	3	6		4	4	5	7	12
54	3	3	6				3	3	6	6	6	12
55	4		4				4	2	6	8	2	10

(continued on next page)

TABLE II. Age Left Last Teaching Position (continued)

	1960-69			1970-79			1980-84			Total		
Age	F	M	ST	F	M	ST	F	M	ST	F	M	T
56		2	2	4	1	5				4	3	7
57	1	2	3	3		3	3	2	5	7	4	11
58	1		1	4	5	9	2	2	4	7	7	14
59	1	1	2	3	3	6		1	1	4	5	9
60	4	2	6	2	1	3	2	2	4	8	5	13
61	2		2	1	2	3	4	1	5	7	3	10
62	2	1	3	7	3	10	2	2	4	11	6	17
63	1		1	5	2	7	2	1	3	8	3	11
64	1		1	6	9	15	5	2	7	12	11	23
65	9	1	10	13	6	19	6	3	9	28	10	38
66	3		3	15	9	24	3	5	8	21	14	35
67	3		3	9	7	16	5	5	10	17	12	29
68	1		1	6	5	11		2	2	7	7	14
69	5	1	6	5	5	10	3	4	7	13	10	23
70	1		1	4	1	5		3	3	5	4	9
71		1	1	1	1	2				1	2	3
72					1	1					1	1
73				1		1		1	1	1	1	2
74												
75				1		1				1		1
Subtotal	76	41	117	155	156	311	78	82	160	309	279	588
Ages unknown	10	4	14	40	29	69	18	12	30	68	45	113
Total no. of persons	86	45	131	195	185	380	96	94	190	377	324	701
Average known age of departure	52.2	47.1	50.4	55.5	50.0	52.7	53.6	54.3	54.0	54.2	50.8	52.6

TABLE III. Total Number of Years Taught When Leaving Last Teaching Position

No. of Years	1960-69			1970-79			1980-84			Total		
	F	M	ST	F	M	ST	F	M	ST	F	M	T
1	24	9	33	22	20	42	5	3	8	51	32	83
2	7	7	14	21	34	55	8	5	13	36	46	82
3	9	6	15	11	24	35	6	2	8	26	32	58
4	7	2	9	13	12	25	10	5	15	30	19	49
5	4	5	9	16	13	29	5	7	12	25	25	50
6	1		1	7	11	18	5	7	12	13	18	31
7	2	2	4	10	7	17	2	8	10	14	17	31
8		1	1	9	9	18	10	4	14	19	14	33
9	1	3	4	7	3	10	3	1	4	11	7	18
10	5		5	12	6	18	6	4	10	23	10	33
11		2	2	8	7	15	3	5	8	11	14	25
12				4	2	6	2	7	9	6	9	15
13	2		2	5	5	10	4	4	8	11	9	20
14	2	1	3	2	3	5	3	2	5	7	6	13
15		1	1	2	1	3	4	5	9	6	7	13
16	2	1	3	4	1	5	4	5	9	10	7	17
17	1		1	4	1	5	1	4	5	6	5	11
18	1		1	2	2	4	2	2	4	5	4	9
19	1	2	3	2	1	3	2	4	6	5	7	12
20	3	1	4	4	1	5	2	1	3	9	3	12
21	2		2	3	2	5	2	1	3	7	3	10
22				1	3	4		1	1	1	4	5
23	1	1	2	2	1	3	1		1	4	2	6
24	2	1	3	5	1	6	1		1	8	2	10
25				4	4	8	3		3	7	4	11
26	2		2		3	3		1	1	2	4	6
27	1		1	3	1	4	1		1	5	1	6
28	1		1	2	2	4		2	2	3	4	7
29				1		1		1	1	1	1	2
30				2	2	4				2	2	4

(continued on next page)

TABLE III. Total Number of Years Taught When Leaving Last Teaching Position(continued)

No. of Years	1960-69 F	M	ST	1970-79 F	M	ST	1980-84 F	M	ST	Total F	M	T
31	1		1	1	1	2	1	1	2	3	2	5
32				1	1	2		1	1	1	2	3
33	1		1	1		1		1	1	2	1	3
34	1		1	1		1				2		2
35	1		1	1		1				2		2
36	1		1	2		2				3		3
37												
38												
39					1	1					1	1
Total no. of persons	86	45	131	195	185	380	96	94	190	377	324	701
Average no. of years taught	9.1	6.6	8.2	10.0	7.9	9.0	9.8	11.5	10.6	9.8	8.6	9.2

TABLE IV. Number of Different Teaching Positions Held When Leaving Teaching

No. of Positions Held	1960-69 F	1960-69 M	1960-69 ST	1970-79 F	1970-79 M	1970-79 ST	1980-84 F	1980-84 M	1980-84 ST	Total F	Total M	Total T
1	70	33	103	159	150	309	72	71	143	301	254	555
2	9	9	18	28	24	52	15	13	28	52	46	98
3	5	3	8	7	6	13	7	9	16	19	18	37
4	2		2	1	4	5	2	1	3	5	5	10
5					1	1					1	1
Total no. of persons	86	45	131	195	185	380	96	94	190	377	324	701
Average no. of positions held per person	1.3	1.3	1.3	1.2	1.3	1.3	1.4	1.4	1.4	1.3	1.3	1.3

TABLE V. Type of Position or Edeavor Undertaken When Leaving Teaching

Position or endeavor	1960-69 F	M	ST	1970-79 F	M	ST	1980-84 F	M	ST	Total F	M	T
LIBRARY/ LIBRARY RELATED												
Library	33	25	58	44	65	109	15	17	32	92	107	199
Library-related	3	1	4	3	3	6		1	1	6	5	11
Self-employed	1	2	3	6	3	9	2	2	4	9	7	16
Sub-total	37	28	65	53	71	124	17	20	37	107	119	226
Teaching library science part time				5	1	6	1		1	6	1	7
Student	1	1	2	2		2	1	1	2	4	2	6
Other		2	2	6	7	13	1	1	2	7	10	17
Total no. of known positions	38	31	69	66	79	145	20	22	42	124	132	256
Retired	26	7	33	76	53	129	39	30	69	141	90	231
Died	5	1	6	8	9	17	3	8	11	16	18	34
Total no. known	69	39	108	150	141	291	62	60	122	281	240	521
Unknown	17	6	23	45	44	89	34	34	68	96	84	180
Total no. of persons	86	45	131	195	185	380	96	94	190	377	324	701

TABLE VI. Age at Retirement

Age	1960-69 F	1960-69 M	1960-69 ST	1970-79 F	1970-79 M	1970-79 ST	1980-84 F	1980-84 M	1980-84 ST	Total F	Total M	Total ST
46	1		1							1		1
47								1	1		1	1
48					1	1					1	1
49												
50												
51												
52							1		1	1		1
53					1	1					1	1
54		1	1								1	1
55							2		2	2		2
56					1	1					1	1
57		1	1				2		2	2	1	3
58				1	2	3	1		1	2	2	4
59				1		1		1	1	1	1	2
60	1	1	2	2	1	3	1	1	2	4	3	7
61	2		2	1	1	2	4	1	5	7	2	9
62	1	2	3	6	2	8	2	2	4	9	6	15
63	1		1	5	1	6	2	1	3	8	2	10
64	1		1	5	9	14	5	2	7	11	11	22
65	8	1	9	12	5	17	6	3	9	26	9	35
66	1		1	14	8	22	3	3	6	18	11	29
67	3		3	9	7	16	5	5	10	17	12	29
68	1		1	6	5	11		2	2	7	7	14
69	4	1	5	5	5	10	3	4	7	12	10	22
70	1		1	3	1	4		3	3	4	4	8
71				1	1	2				1	1	2
72					1	1					1	1
73				1		1		1	1	1	1	2
74												
75				1		1				1		1
Subtotal	25	7	32	73	52	125	37	30	67	135	89	224
Ages unknown	1		1	3	1	4	2		2	6	1	7

(continued on next page)

TABLE VI. Age at Retirement (continued)

	1960-69			1970-79			1980-84			Total		
	F	M	ST	F	M	ST	F	M	ST	F	M	T
Total no. of persons	26	7	33	76	53	129	39	30	69	141	90	231
Average known retirement age	64.7	62.6	64.3	65.6	63.7	65.3	63.2	65.5	64.2	64.8	64.8	64.8

TABLE VII. Ages Attained by Faculty Members Holding Teaching Positions in the Spring of 1985

Age	Female	Male	Total
29		1	1
30	1		1
31			
32		2	2
33	2		2
34	3	4	7
35	2	3	5
36	8	6	14
37	2	2	4
38	6	4	10
39	3	7	10
40	9	9	18
41	10	10	20
42	6	6	12
43	10	10	20
44	5	17	22
45	9	11	20
46	5	7	12
47	4	12	16
48	7	11	18
49	7	9	16
50	4	10	14
51	5	10	15
52	3	13	16
53	10	9	19
54	6	7	13
55	11	13	24
56	8	13	21
57	7	10	17
58	5	6	11
59	7	11	18
60	5	9	14
61	6	19	25
62	7	8	15
63	7	5	12
64	4	5	9
65	3	7	10
66	4	2	6
67	2	2	4
68	1	4	5
69	1	1	2
70	2	2	4
71	1	1	2
72			
73	2		.2
74	2		2
Total no. of known ages	212	298	510

TABLE VII. Ages Attained by Faculty Members Holding Teaching Positions in the Spring of 1985 (continued)

	Female	Male	Total
Ages unknown	16	8	24
Total no. of persons	228	306	534
Average known age	50.9	51.2	51.1

TABLE VIII. Number of Years Taught by Faculty Members Holding Positions in the Spring of 1985

Years	Female	Male	Total
1	11	9	20
2	17	10	27
3	12	10	22
4	13	16	29
5	16	4	20
6	7	6	13
7	8	12	20
8	6	12	18
9	9	15	24
10	8	7	15
11	13	9	22
12	13	14	27
13	13	17	30
14	11	22	33
15	11	24	35
16	11	17	28
17	5	14	19
18	2	17	19
19	9	17	26
20	8	16	24
21	3	5	8
22	4	9	13
23	5	4	9
24	2	7	9
25	2	2	4
26	3	2	5
27	1	2	3
28	1	1	2
29		1	1
30	2	2	4
31		1	1
32			
33	1		1
34		1	1
35			
36			
37	1	1	2
Total no. of persons	228	306	534
Average no. of years taught	11.2	13.5	12.5

TABLE IX. Number of Different Teaching Posts Held by Faculty Members Holding Positions in the Spring of 1985

No. of positions held	Female	Male	Total
1	154	204	358
2	54	69	123
3	14	26	40
4	4	7	11
5	2		2
Total no. of persons	228	306	534
Average no. of positions held	1.4	1.5	1.4